



NextSource Materials Inc (NSM) is committed to upholding the highest standard in ethical business conduct and doing its part to create a more equitable and sustainable world. NSM has analysed the areas in which it is operating, and has identified the potential occurrence of child and forced labour as a business risk that cannot be accepted by its management.

As such, NSM is committed to:

- Strictly prohibiting all forms of child and young persons’ labour in all its forms, both in terms of direct employment, and in the NSM supply chain.
- Strictly prohibiting all forms of forced and/or bonded labour in all its forms, both in direct employment, and in the NSM supply chain.

Therefore, NSM has developed and implemented its Labour and Decent Work, and Human Rights management system as part of the NSM Sustainable Development (SD), Health, Safety, Social, Environmental and Quality (SD-HSSEQ) Integrated Management System (IMS).

Our commitment to achieving the above is fulfilled through:

- Ensuring that only persons above the legal minimum work age of 18 years old are employed by NSM directly, by verifying each employee’s age before recruitment;
- Ensuring that no person employed works under conditions of force (i.e., any work extracted from any person under the menace of any penalty or for which the person has not offered their services voluntarily);
- Ensuring that no NSM operation shall withhold personal documentation, requiring compulsory deposits, creating unpayable debt obligations, compelling workers under threat of firing to work extra hours, or restricting workers’ freedom of movement;
- Regularly screening its contractors and suppliers through the use of a risk assessment, to ensure that NSM doesn’t benefit indirectly from child / young persons’ employment, or forced labour practices;
- All instances of child / young persons’ employment, as well as conditions of forced labour, shall be reported through the NSM Grievance Mechanism, shall be investigated, and appropriate corrective actions implemented;
- Where child / young persons or forced labour is discovered in NSM’s supply chain or contractor organisations, NSM will collaborate with such an organisation to take appropriate remedial action, including phased remediation;

Approved by the Board of Directors of NextSource Materials Inc. on 12 October 2021.

Craig Scherba  
**Chief Executive Officer**

Robin Borley  
**Chief Operating Officer**

<b>Last Revision Date</b>	2021.10.12
<b>Doc. Ref. No.</b>	NSM POL 2.2.8.00